

**DECEMBER 13, 2006 MINUTES
RECRUITMENT AND RETENTION COMMITTEE
LOUDOUN COUNTY FIRE RESCUE COMMISSION**

MEMBERS PRESENT:

Doug Rambo, F&R Commission; Chief Joseph Pozzo, LCFR; Bill Lyden, R&R Chair, Co. 15; Bill Wilkinson, F&R Commission; Chaplain Charlie Grant, Co. 11/15; Virginia Grant, Co.11/15; Allie Love, Co.3; Jim Gutierrez, Co.5; Loring Dixon, Co.6; Barbara Murphy, Co.6; Clay McCuiston, Co.8; Dan Cahill, Co.11; Bev Taylor, Co.11; Sheila Brendel, Co.12; David Lucien, Co.13; Roy Ryman, Co.13, David Weiss, Co.13; Kara Brown, Co.15; Gwen Kjellberg, Co.15; Chip Justis, Co.17; Karen McQuaid, LCFR Volunteer Program Manager; Chris Lichvar, LCFR Volunteer R&R Specialist; Carmelina Rebano F&R Commission Aide

Chaplain Grant performed the invocation at 1830. Dinner was served.

Bill Lyden called the meeting to order at 1905.

GUEST SPEAKERS:

Chief Pozzo briefly spoke about the combination system.

Doug Rambo gave the committee challenges for 2007:

- 1) Define how to best utilize the \$60,000 advertisement enhancement.
- 2) Encourage members to utilize the scholarship reimbursement
- 3) Create a regular award/recognition structure – examples: turkey award recognition, monthly tangible volunteer-career recognition.
- 4) Benefits – Possible for 2008: EMS volunteers eligible for Heart and Lung benefit, more affordable health insurance, email list serve through the county.

2006 RECRUITMENT CAMPAIGN:

Bill recognized the campaign committee for their hard work.

A short-term campaign sub-committee was developed. The purpose is to meet once or twice in the next month and provide the R&R committee with suggestions as to what seemed to work, what didn't seem to work, and where to go with the campaign in 2007. Members from stations who believe their station benefited the least are encouraged to participate. Clay McCuiston, Co.8; Roy Ryman, Co.13; Barbara Murphy, Co.6, and Karen McQuaid, LCFR Volunteer Program volunteered. Karen will solicit members from stations to participate.

R&R STATE NETWORKING LUNCHEON, FEBRUARY 23, 2007:

The next networking luncheon will be held on Friday, February 23 in Virginia Beach. Anyone interested in attending please contact: David Tesh at teshd@chesterfield.gov or Karen McQuaid.

FIRE RESCUE AWARDS BANQUET, MAY 17, 2007:

The annual award banquet will be held on Thursday, May 17, 2007. Copies of the menu are in the packets as requested by the committee in November. Menus will be discussed at future meetings.

2006 ACCOMPLISHMENTS:

Karen McQuaid reviewed the 2006 accomplishments:

- Applied and received Recruitment & Retention grants
- Procured a marketing agency for the campaign
- Implemented a Recruitment campaign
- Presented a Retention seminar series
- Hosted monthly County volunteer orientations
- Provided training and assistance in the implementation of the new personal property tax relief process
- Provide representation to the Virginia Recruitment & Retention Committee
- Tuition reimbursement summary: 2006: \$11,435; 2005: \$16,750
- 2006 points year (11/1/05-10/31/06) member statistics:
 - 297 new members
 - 167 terminated & deceased members
 - 130 net gain
- 2006 annual award banquet held May 2006 at a new location (National Conference Center, Lansdowne)

Discussion from the floor followed regarding training issues, concerns, and ideas. Chris Lichvar informed the committee that he is working with LCFR training to post Training Advisory announcements to the training section of the LCFR web site. The committee asked for the Training Advisory announcements to be posted earlier than they currently are. Doug Rambo stated that he will look into the possibility of a training committee to address the various issues brought up.

2007 GOALS:

Karen briefly reviewed the 2007 recruitment, retention, recognition and training tentative goals for the R&R Committee:

Recruitment:

- Surpass 2006's new member numbers
- Bring new recruitment ideas to fruition
- Maintain recruitment enthusiasm while building retention efforts
- Maintain www.answerthecall.info website
- Assist stations in developing their own website
- Create a new member handbook
- Chaplain program – 60 members requested

Retention:

- Workshops
- Leadership development
- Bring new retention ideas to fruition
- VIP – Volunteer Involvement Program to support and recognize volunteers in leadership roles at station and system levels: mentors, committee members and chairs, instructors, battalion chiefs, duty officers...

Recognition:

- Annual awards banquet – surpass 2006's attendance
- Bring new recognition ideas to fruition

Training:

- Become more involved in station and system volunteer training needs
- Bring training ideas to fruition
- Provide station and system guidance on training issues
- Encourage station cross and co-training
- Provide training and support to the F&R Auxiliary

Specific goals will be formalized at the January 2007 meeting.

A 2007 Save the Dates

On behalf of the LCFR Volunteer Program, Karen, Chris, and Carmelina handed out gift baskets to the 2006 membership chairs and the 2006 R&R committee members to recognize and thank them for all of their hard work through the past year.

The meeting was adjourned at 2025.